



The Mediating Role of Entrepreneurship Behavior in the Relationship Between Social Capital and Job Performance: A study among Faculty Members of a Medical University

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Abstract

Background: Job performance is an important organizational factor that plays a significant role in the success of organizations.

Objectives: This study aimed to investigate the moderating role of entrepreneurial behavior in the association between social capital and job performance among faculty members of the Qazvin University of Medical Sciences.

Methods: This is a cross-sectional, analytical study that is conducted using a structural equation modeling on 260 university faculty members in different schools of Qazvin University of Medical Sciences in 2017. To evaluate the causal relationships between study variables, Structural Equation Modeling (SEM) on AMOS software, with a significant level of 0.05, was used.

Results: The findings indicated that entrepreneurial behaviors and social capital are good predictors for job performance. The direct effect of social capital on job performance (path coefficient: 0.17) and its indirect effect with the moderating role of entrepreneurial behavior (path coefficient: 0.39) were confirmed ($P < 0.05$). Furthermore, the Sobel test affirmed the indirect associations between variables ($P < 0.05$).

Conclusions: Strengthening social capital and promoting entrepreneurial behavior improve overall performance. Trust-building among staff and designing new motivation methods, which use entrepreneurial indicators for performance evaluation, can improve social capital. Therefore, managers can contribute to the improvement of job performance through developing entrepreneurial behavior among their employees.

Keywords: Entrepreneurial Behavior, Performance, Social Capital.

1. Background

Job performance is an important organizational behavior that is of crucial importance for organizational success (1). In today's market, entrepreneurial risk-taking, and a strong tendency to develop intellectual capital are key competitive benefits (2). Entrepreneurship is progressively mentioned as a motivational factor for developing different organizations. Thus it is required to promote entrepreneurship education in universities and higher education systems. Furthermore, it has been argued that creating an integrated, coherent entrepreneurial culture among university faculty members, as the main axis of future human resources, can play an important role in the development of entrepreneurial universities (3).

Social capital is a key factor in developing en-

trepreneurial activities. In organizations with high levels of social capital, employees are committed to their activities, and effective interactions among them bring a strong commitment to the organizational values and goals (4). In the absence of social capital, other organizational assets lose their effectiveness, which in turn causes difficulties for progress towards cultural and economic development. Social capital also plays a significant role in the development of entrepreneurial activities in organizations and leads to creativity and risk-taking behaviors among staff, all of which are recognized as key indicators of entrepreneurship (5).

Evidence supports the importance of entrepreneurial behavior in improving employees' performance (5). Besides, social capital is mentioned as an effective factor in entrepreneurial behavior. In a study conducted by Chen